



**Proposed Industry Guidance: Fitness
(Clubs, Gyms, Studios)**

Ver. 5/19/20

THE CALIFORNIA FITNESS ALLIANCE

The California Fitness Alliance is the united voice of California's fitness industry – health clubs, boutiques, studios, fitness professionals, manufacturers and suppliers, and individuals. With thousands of members and over 50 Partners (operators), the Alliance advocates for growth for the fitness industry in a safe and healthy way to serve more and more Californians. Currently the Alliance has Partners and members in 80% of CA counties and is continuing to expand.

The Alliance is focused on providing a safe environment for Californians to return to their daily exercise routine. As part of our efforts we have researched best practices from across the country, referenced medical reports, and looked at best practices in other industries to provide a comprehensive set of guidelines for legislatures to use as framework for the reopening.

Reopening Standards Development: We want to work with state and local officials to set and define safe, effective and consistent reopening standards and guidelines.

The fitness industry is a key part of California lifestyle and economy:

- We keep Californians healthy combating health conditions and diseases, according to the Mayo Clinic <https://www.mayoclinic.org/healthy-lifestyle/fitness/in-depth/exercise/art-20048389>, regular exercise helps prevent stroke, heart disease, high blood pressure, Type 2 Diabetes, Depression, Anxiety, Many Types of Cancer, and Arthritis). These diseases are the leading cause of death in the state and kill over 150,000 Californians each year according to the CDC. <https://www.cdc.gov/nchs/pressroom/states/california/california.htm>
- Fitness plays a key role in mental health care as well. <https://www.mayoclinic.org/diseases-conditions/depression/in-depth/depression-and-exercise/art-20046495>
- We serve millions of Californian members motivated to live a healthy and fit lifestyle.
- We employ over 180,000 passionate people dedicated to helping our communities be healthy and fit.
- There are over 4,000 fitness clubs, boutiques, and studios in California.
- We drive millions in revenue in California annually.

Most importantly, together we deliver long term health benefits to keep our state healthy. Our industry plays a crucial role in preventing chronic diseases which account for 86% of health care costs.

More information on The California Fitness Alliance can be found on the website <https://californiafitnessalliance.com>

RESOURCES

The proposed guidelines are based on input from the following resources:

- John's Hopkins Center for Health Security: Public Health Principles for a Phased Reopening During COVID-10: Guidance for Governors
https://www.centerforhealthsecurity.org/our-work/pubs_archive/pubs-pdfs/2020/200417-reopening-guidance-governors.pdf
- International Health and Racquet Sportsclub Association (IHRSA): Four-Pronged Framework to Reopening
<https://hub.ihrsa.org/hubfs/Advocacy/Letter%20PDFs/IHRSA%20Framework%20on%20Reopening.pdf>
- American Industrial Hygiene Association: Reopening Guidance for Gyms and Workout Facilities
https://aiha-assets.sfo2.digitaloceanspaces.com/AIHA/resources/Guidance-Documents/Reopening-Guidance-for-Gyms-and-Workout-Facilities_GuidanceDocument.pdf
- Association of Fitness Studios: Reopening Guidelines
<https://member.afsfitness.com/content/afs-reopening-guidelines>
- EPA: List N: Disinfectants for Use Against SARS-CoV-2
<https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>
- California Department of Public Health: COVID-10 Industry Guidance: Dine-In Restaurants
<https://covid19.ca.gov/pdf/guidance-dine-in-restaurants.pdf>
- Best practices from other states who have opened health clubs

OVERVIEW

On March 19, 2020, the State Public Health Officer and Director of the California Department of Public Health issued an order requiring most Californians to stay at home to disrupt the spread of COVID-19 among the population.

The impact of COVID-19 on the health of Californians is not yet fully known. Reported illness ranges from very mild (some people have no symptoms) to severe illness that may result in death. Certain groups, including people aged 65 or older and those with serious underlying medical conditions, such as heart or lung disease or diabetes, are at higher risk of hospitalization and serious complications. Transmission is most likely when people are in close contact with an infected person, even if that person does not have any symptoms or has not yet developed symptoms.

Precise information about the number and rates of COVID-19 by industry or occupational groups, including among critical infrastructure workers, is not available at this time. There have been multiple outbreaks in a range of workplaces, indicating that workers are at risk of acquiring or transmitting COVID-19 infection. Examples of these workplaces include long-term care facilities, prisons, food production, warehouses, meat processing plants, and grocery stores.

As stay-at-home orders are modified, it is essential that all possible steps be taken to ensure the safety of workers and the public.

Key prevention practices include:

- ✓ comprehensive instructions educating members and employees about the prevention measures including:
- ✓ physical distancing (the maximum extent possible but not less than 6 feet),
- ✓ use of face coverings by employees (where respiratory protection is not required) and encouragement of members to use face coverings as well to the maximum extent possible,
- ✓ frequent handwashing
- ✓ regular and constant cleaning and disinfection of equipment, floors, and overall facility
- ✓ providing hand sanitizing stations for members throughout the facility

In addition, it will be critical to have in place appropriate processes to identify new cases of illness in workplaces and, when they are identified, to intervene quickly and work with public health authorities to halt the spread of the virus.

PURPOSE

This document provides recommended guidance for health clubs, gyms, and studios to support a safe, clean environment for workers and customers. The guidance is not intended to revoke or repeal any employee rights, either statutory, regulatory or collectively bargained, and is not exhaustive, as it does not include county health orders, nor is it a substitute for any existing safety and health-related regulatory requirements such as those of Cal/OSHA.¹

Stay current on changes to public health guidance and state/local orders as the COVID-19 situation continues. Cal/OSHA has more comprehensive guidance on their Cal/OSHA Interim General Guidelines on Protecting Workers from COVID-19 webpage.

<https://www.dir.ca.gov/dosh/coronavirus/General-Industry.html>

John's Hopkins Public Health Principles for Phased Reopening During COVID-19: Guidance for Governors completed risk assessments for various sectors (https://www.centerforhealthsecurity.org/our-work/pubs_archive/pubs-pdfs/2020/200417-reopening-guidance-governors.pdf, page 12).

Gyms/fitness studios were rated as “medium” risk consistent with restaurants so many of the recommendations align with California Department of Public Health: COVID-10 Industry Guidance: Dine-In Restaurants - 5/12/2020

Category	Contact Intensity	Number of Contacts	Modification Potential	Mitigation Resources
Restaurants	Medium	Medium	Medium	National Restaurant Association, FDA
Bars	High	High	Medium	FDA
Salon, spas, and other personal care industries	Medium/high	Low	Medium	TN Cosmetology & Barber Guidelines
Retailers	Low	Medium	Medium	NY state guidance, OSHA
Shopping malls	Low	Medium	Medium	NC state guidance, OSHA
Gyms/fitness studios	Medium	Medium	Medium	CDC Small Business guidance
Theaters, museums, and other indoor leisure spaces	Medium	High	Medium	CA entertainment venue guidance, Americans for the Arts, American Alliance of Museums
Outdoor large venues (concerts, sports)	High	High	Medium	CDC Mass Gathering guidance
Indoor large venues (concerts, sports)	High	High	Low	CDC Mass Gathering guidance

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1. WORKPLACE SPECIFIC PLAN

- Establish a written, worksite-specific COVID-19 prevention plan at every location, perform a comprehensive risk assessment of all work areas, designate a person at each establishment to implement the plan and follow up on a daily basis.
- Identify contact information for the local health department where the fitness facility is located for communicating information about COVID-19 outbreaks among employees or customers.
- Utilize technology that provides local health department member and employee information for tracing should an COVID 19 incident occur.
- Train and communicate with employees and employee representatives on the plan.
- Regularly evaluate the establishment for compliance with the plan and document and correct deficiencies identified.
- Investigate any COVID-19 illness and determine if any work-related factors could have contributed to risk of infection. Update the plan as needed to prevent further cases.
- Identify close contacts (within six feet for 15 minutes or more) of an infected employee and take steps to isolate COVID-19 positive employee(s) and close contacts.
- Adhere to the guidelines below. Failure to do so could result in workplace illnesses that may cause operations to be temporarily closed or limited.

2. PROPOSED BEST PRACTICES TO PREPARE HEALTH CLUBS, GYMS, & STUDIOS FOR REOPENING

- CUSTOMER/MEMBER CONTACT(S): The use of signage and electronic messages should be used to identify appropriate staff for customer contact(s) including phone numbers and/or office numbers.
- PHYSICAL DISTANCING: The physical layout in all aspects of the gym/studio operations must allow for 6-foot social distancing between members, guests and employees. Use of signage, whether physical or digital, floor markings to help members/guests comply with social distancing guidelines.
- EMPLOYEE GUIDELINES/POLICIES: Prepare a written COVID-19 policy that is provided to each member of your staff to ensure consistent practices. Preferred delivery method is electronically.
- MEMBER GUIDELINES/POLICIES: Prepare a written COVID-19 policy that is provided to each member.
- EDUCATION: Display posters of hand hygiene, infection control and other preventive strategies at different and important locations around all areas of the facility.

3. EMPLOYEE WELLNESS: TOPICS FOR EMPLOYEE TRAINING

- Information on COVID-19, how to prevent it from spreading, and which underlying health conditions may make individuals more susceptible to contracting the virus.
- Self-screening at home, including temperature and/or symptom checks using CDC guidelines.
- Emphasize the importance of not coming to work if employees have a frequent cough, fever, difficulty breathing, chills, muscle pain, headache, sore throat, recent loss of taste or smell, or if they or someone they live with have been diagnosed with COVID-19.
- To seek medical attention if their symptoms become severe, including persistent pain or pressure in the chest, confusion, or bluish lips or face. Updates and further details are available on CDC's webpage.
- The importance of frequent handwashing with soap and water, including scrubbing with soap for 20 seconds (or using hand sanitizer with at least 60% ethanol or 70% isopropanol when employees cannot get to a sink or handwashing station, per CDC guidelines).
- The importance of physical distancing, both at work and off work time (see Physical Distancing section below).
- Education on the proper use of face coverings, including:
 - Face coverings do not protect the wearer and are not personal protective equipment (PPE).
 - Face coverings can help protect people near the wearer, but do not replace the need for physical distancing and frequent handwashing.
 - Employees should wash or sanitize hands before and after using or adjusting face coverings.
 - Avoid touching the eyes, nose, and mouth.
 - Face coverings should be washed after each shift.
- Information on employer or government-sponsored leave benefits the employee may be entitled to receive that would make it financially easier to stay at home. See additional information on government programs supporting sick leave and worker's compensation for COVID-19 <https://www.labor.ca.gov/coronavirus2019/#chart> , including employee's sick leave rights under the Families First Coronavirus Response Act <https://www.dol.gov/agencies/whd/pandemic/ffcra-employee-paid-leave> and the Governor's Executive Order N-51-20 <https://www.gov.ca.gov/wp-content/uploads/2020/04/4.16.20-EO-N-51-20.pdf> , and employee's rights to workers' compensation benefits and presumption of the work-relatedness of COVID-19 pursuant to the Governor's Executive order N-62-20 <https://www.gov.ca.gov/wp-content/uploads/2020/05/5.6.20-EO-N-62-20-text.pdf> .

4. EMPLOYEE WELLNESS: INDIVIDUAL CONTROL MEASURES & SCREENING

- Provide temperature and/or symptom screenings for all workers at the beginning of their shift and any vendors, contractors, or other workers entering the establishment.
 - Make sure the temperature/symptom screener avoids close contact with workers to the extent possible.
 - Both screeners and employees should wear face coverings for the screening.
- If requiring self-screening at home, which is an appropriate alternative to providing it at the establishment, ensure that screening was performed prior to the worker leaving the home for their shift and follows CDC guidelines, as described in the Topics for Employee Training section above.
- Encourage workers who are sick or exhibiting symptoms of COVID-19 to stay home.
- Employers should provide and ensure workers use all required protective equipment, including face coverings and gloves where necessary.
- Employers should consider where disposable glove use may be helpful to supplement frequent handwashing or use of hand sanitizer; examples are for workers who are screening others for symptoms or handling commonly touched items. Workers should wear gloves when handling items contaminated by body fluids and wash hands for 20 seconds before and after putting gloves on.
- Face coverings are strongly recommended when employees are in the vicinity of others. Workers should have face coverings available and wear them when at work, in offices, or in a vehicle during work-related travel with others. Face coverings must not be shared.
- Health clubs, gyms & studios must take reasonable measures, including posting signage in strategic and highly visible locations, to remind members that they should use face coverings and practice physical distancing.
- Employees handling items used by members (equipment), cleaning the facility, and handling trash bags should use disposable gloves and wash hands before putting them on and after removing them.
- If employees share equipment such as microphones or headsets, it must be sanitized between shifts or any time it is passed from one employee to another.
- Hand sanitizer effective against COVID-19, available to all employees at the front counter, in breakrooms, in exercise rooms, in offices and in bathrooms.
- Disinfectant and related supplies available to all employees at the front counter, in breakrooms, in exercise rooms, in offices and in bathrooms.
- Breakrooms to adhere to physical distancing standards (6 ft apart).

5. MEMBER WELLNESS: INDIVIDUAL CONTROL MEASURES & SCREENING

- Promote daily practice of everyday actions including frequent handwashing for at least 20 seconds, physical distancing (See Physical Distancing Section), touchless interactions with staff.
- Mandate members who are sick or exhibiting symptoms of COVID-19 to stay home.
- Encourage members to wear a mask entering and exiting the facility.
- Members to use hand sanitizer or wash hands when entering the facility. Hand sanitizer effective against COVID-19, available to all members at the entrance of the facility, front counter, in exercise rooms, and in bathrooms.
- Prescribe Members to wipe equipment before and after use.
- Touchless transactions including check in. All transactions to be done via digital payment, app, member accounts. No cash. If credit card is used, member will swipe card themselves.
- Locker rooms will be used for standard bathroom purposes only and members strongly recommended to come to the facility already dressed in workout attire.
 - Communal showers not allowed and only shower areas that conform to minimum distancing will be allowed to operate.
 - Shoes should be worn in the locker rooms/showers.
- If mats or shoes required for exercise, members must provide their own.
- Display clearly visible rules for members at the facility entrance that are to be a condition of entry. The rules could include instructions to stay home if exhibiting symptoms of COVID-19, to use hand sanitizer and wash hands frequently, to maintain physical distance, and to wipe equipment before and after workout.
- Display signage throughout the facility with safety guidelines including instructions to use hand sanitizer, to wash hands frequently, to maintain physical distance, and to wipe equipment before and after workout.
- Frequent communication to members on safety guidelines.

6. PHYSICAL DISTANCING GUIDELINES

- Limit the number of members that may be inside the facility at one time. The amount is determined by the square footage of the building and/or rooms in which classes are being conducted. Recommendation is 1 person per 100 – 125 sq. ft.
- Determine the maximum occupancy for different areas (studio, weights, cardio, etc.) of the club, gym, studio and limit attendance accordingly.
- In studios, limit fitness class size to enable physical distancing (ensure 6 feet of separation) and provide clear markers.
- Limit exercise equipment stations to those located at least 6 feet apart. If equipment cannot be moved to facility physical distancing it must be blocked from being used.
- No contact sports that involve participants coming into bodily contact/close quarters (less than 6 feet apart) or using shared equipment (e.g. basketball).
- Racquet sports allowed where physical distancing can be maintained (Pickleball, Tennis) but players must provide own equipment and players required to wear glove on non-dominant hand to assist with picking up balls.
- For one-to-one personal training, maintain 6 feet of physical distance between trainer and client and touchless interactions. Trainer must wear mask. If physical distance is less than 6 feet, client strongly encouraged to wear mask. Trainer and client should thoroughly wash hands or use hand sanitizer immediately before and after appointment. Client should wipe equipment before and after use.
- Self check-in at the front desk.
- Barrier/partition between front desk employees and members.
- All waiting areas must comply with physical distancing standards of 6 feet of separation. Members must not gather before and after fitness classes.
- Pools available for lap swimming only and 1 swimmer per lane.
- Spa/Sauna/Steam Room closed in initial phase of reopening.
- Kids Clubs open following CA Community Care Protocols:
 - <https://www.cdss.ca.gov/inforesources/community-care-licensing>
 - https://www.cdss.ca.gov/Portals/9/CCLD/PINs/2020/CCP/PIN_20-06-CCP.pdf
- All offices, meeting areas, breakrooms must comply with physical distancing (6 ft) guidelines.
- Employee meetings and trainings should be conducted virtually or in areas that allow appropriate physical distancing between employees.

- Juice bars/food areas to comply with CA COVID-19 Restaurant Guidelines.
- Hand sanitizer available throughout the club.
- Water fountains closed for drinking but Touchless Bottle Fillers ok (hydration is important).
- Towel handed out at front desk only by a team member wearing gloves.
- Signage posted throughout the club reinforcing physical distancing standards.
- Employees walking the club enforcing physical distancing standards.

7. CLEANING PROTOCOLS

- Consistent and regular cleaning and disinfecting throughout the facility during all hours of operation using EPA-N List approved disinfectant <https://www.epa.gov/pesticide-registration/list-n-disinfectants-use-against-sars-cov-2>.
- Frequently clean high traffic areas including entrance, exit, waiting areas, locker rooms, door handles, stair railings, elevator controls, counters, toilets, handwashing areas, pin pads.
- Make as many interactions touchless or available to use with personal device including check-in, time clocks, membership sales.
- Members required to wipe down all equipment (e.g. weights, machines, bars) immediately before and after each use with wipes or disinfectant provided by the facility that is included on EPA N-List approved products.
- Employees scheduled to clean equipment and facility throughout operating hours.
- Ensure enough time between fitness classes to clean studios before and after classes.
- Each location is required to have a deep cleaning after hours each day.
- Avoid sharing any equipment including phones, tablets, laptops, desks, pens and other work supplies.
- Shared equipment such as audio headsets but be disinfected between each use.
- Ensure that sanitary facilities stay operational and stocked at all times and provide additional soap, paper towels and hand sanitizer when needed.
- Increase fresh air circulation where possible by opening windows and doors.
- Consider installing high efficiency air cleaners, upgrading the building's air filters to the highest efficiency possible, and making other modifications to increase the quantity of outside air and ventilation in all working areas.
- Signage posted throughout the facilities reminding members of cleaning protocols.

8. SUPPORT CONTACT TRACING

- Record client contact information (date and time for client facility use). If there is a positive COVID-19 case associated with the facility, public health officials may need the business to provide this information for contact tracing investigation. Information may be destroyed after 60 days from the session date.
- Note Health Clubs, Gyms and Studios check-in every member so information is readily available.

9. CONSIDERATION FOR FITNESS CLUBS, GYMS, STUDIOS

- Strongly encourage members to wear face coverings.
- Consider reservation/appointment system with set duration.
- Consider offering virtual fitness classes for persons at higher risk for COVID-19.
- Encourage members to bring water bottles.

10. CHECKLIST FOR FITNESS: HEALTH CLUBS, GYMS, STUDIOS PHYSICAL DISTANCING PROTOCOL

Business Name: _____

Facility Address: _____

Maximum Number of Occupants per gross square footage/100-125) = _____

Businesses must implement all applicable measures listed below and be prepared to explain why any measure that is not implemented is not applicable to the business.

When completing this form, mark all checkboxes applicable to the facility.

Signage

- Place a sign at each public entrance of the facility to inform all employees and customers that they should: avoid entering the facility if they have a cough or fever; maintain a minimum six-foot distance from one another; sneeze and cough into a cloth or tissue or, if not available, into one's elbow; not shake hands or engage in any unnecessary physical contact, and wear a face covering.
- Post a copy of this Physical Distancing Protocol at each public entrance to the facility.

Measures to Protect Employee Health

- Everyone who can carry out their work duties from home has been directed to do so.
- All employees have been told not to come to work if sick.
- Symptom checks are being conducted before employees may enter the workspace.
- All desks or individual work stations are separated by at least six feet or have barriers
- Break rooms, bathrooms, and other common areas are being disinfected frequently,
- Disinfectant and related supplies are available to all employees at the following location(s):

- Hand sanitizer effective against COVID-19 is available to all employees at the following location(s):

- Soap and water are available to all employees at the following location(s):

- Mandate employees and encourage members to wear a face covering that covers the nose and mouth at all times when in the facility. Provide such face coverings to employees if needed.
- Copies of this Protocol have been distributed to all employees.

Measures to Prevent Crowds from Gathering

- Limit the number of customers in the facility at any one time to 1 per 100-125 sq ft, which allows for customers and employees to easily maintain at least six-foot distance from one another at all practicable times.
- Post an employee at the door to ensure that the maximum number of customers in the facility set forth above is not exceeded.

Measures to Keep People at Least Six Feet Apart

- Placing signs outside the facility reminding people to be at least six feet apart, including when in line.
- Placing tape or other markings at least six feet apart in studios
- All employees have been instructed to maintain at least six feet distance from customers and from each other, except employees may momentarily come closer when necessary to accept payment, deliver goods or services, or as otherwise necessary.

Measures to Prevent Unnecessary Contact

- Exercise equipment stations limited to those located at least 6 feet apart and if equipment cannot be moved to facility physical distancing it is blocked from being used.
- Facility meets capacity limitation
- Studios have 6ft markers for classes
- Touchless check-in

Measures to Increase Sanitization

- Disinfecting wipes that are effective against COVID-19 are available throughout the facility
- Hand sanitizer, soap and water, or effective disinfectant is available at or near the entrance of the facility and anywhere else inside the facility
- Disinfecting all high-contact surfaces frequently.

Any additional measures not included here should be listed on separate pages, which the business should attach to this document.

You may contact the following person with any questions or comments about this Protocol:

CONTACT NAME: _____

CONTACT PHONE: _____